S0465-1 A

ARIZONA LABOR MARKET INFORMATION NEWSLETTER

Vol. XIV No. 11
November 1990

Unemployment Rate

Seasonally Adjusted
September *

ARIZONA	–	4.9%
Maricopa Co.	–	3.8
Pima Co.	–	3.7
United States	–	5.7

Consumer Price Index

U.S. – September 1990
Base = 1982-84

Wage Earner/Clerical Worker	–	131.1
% Chg. Year Ago	–	6.1
All Urban	–	132.7
% Chg. Year Ago	–	6.2

Phoenix – 3rd Qtr 1990
Base = 1982-84

All Urban	–	133.8
% Chg. Year Ago	–	5.4

Tucson – 3rd Qtr 1990
Base = 1982-84

All Urban	–	131.3
% Chg. Year Ago	–	4.7

* Preliminary

Networking

Arizona Professionals Band Together to Speed Re-Entry Into Work Force

Inside This Issue **Page**

Networking Group Aids Unemployed Professionals	2
Valley Rates High on Growth Projections	5
Labor Department Names "Surplus Areas"	6
Pilot Program Attempts to Save Arizona Jobs	6
The Arizona Labor Force in August	7
Arizona Labor Force Statistics	8
News in Brief	13
New Developments	14

Arizona Department of Economic Security
— Moving People Toward Self-Sufficiency

Networking Group Offers Support, Job Leads, to Professionals

The following article is the first in a two-part series on the changing role of Arizona's Job Service. Additional stories will follow in the January 1991 issue of the *Arizona LMI Newsletter*.

"Most of us operate under the illusion that a professional job is secure and then find out it's just an illusion. It's very, very heartening to find other people in a similar situation who are able to give support."
—Lidy Bjornstad

"How much material should you include in a resume?" an unemployed worker asks a panel of four human-resource experts.

"You're writing an ad for yourself. Don't put anything in there that will hurt you," a panelist replies. "The object is to get an interview."

"How do you handle salary? Should you put down your expectations in a cover letter or resume?" another audience member asks.

"It's best not to mention salaries," a panelist answers.

"I'm convinced there is something called age discrimination," an unemployed man who looks to be in his mid-50s says rhetorically.

A chuckle comes from the audience of about 75 out-of-work Valley residents.

"Don't put down a date of birth or year graduated from college," a panelist replies.

After about an hour the question-and-answer session ends, and the panelists begin to mingle with the unemployed workers who had gathered in a church basement next door to the Job Service office in north Phoenix. Now it was the group of experts' turn to ask questions. It was time to end their roles as advisors and get back to the task at hand — finding a job for themselves — after doing their part to help fellow members of the Arizona Professional Employment Network.

More commonly known by its acronym, AzPEN, or the PEN Group, the volunteer, self-help organization's primary purpose is to provide job leads through networking, as well as emotional and job-search support, to unemployed salaried and professional workers. And as the just-related example shows, the latter two reasons are a major emphasis of the group, as members are frequently called upon to help their out-of-work cohorts.

Ex-Floridian Helped Start AzPEN

A no-fee service, AzPEN started about a year ago after an out-of-work, ex-Floridian approached the manager of programs and methods for the Arizona Department of Economic Security's Employment and Training Administration (ETA), Rick Marcum, about starting an organization similar to one in his former state. Shortly after moving to Arizona, "the first thing I thought of was networking," says Mike Smith. "I knew it (AzPEN) would help the people and I realized the (Job Service) intake workers were frustrated and they couldn't help people in suits."

In addition, Smith was well aware from his experience in Florida that a self-help networking group for professionals also needed to provide emotional support — much like the well publicized 12-step programs — to members dealing with the traumatic experience of losing a job, particularly those who had been laid off after many years with a company. "One aspect (of AzPEN) is the networking, the other aspect is supporting," says Smith, who is now employed as a computer systems project leader by the Arizona Health Cost Containment System.

Marcum, who oversees policies and procedures for Job Service, saw several positive aspects of Smith's proposal from the Employment Service point of view. First, it could be a way to fill a void in Arizona's job-exchange function — by helping professional workers (particularly those in the 45- to 55-year-old range) who had seen few opportunities in Job Service's placement program. At the same time, the group could improve the job-placement image of Job Service among some employers reluctant to give job orders for higher-paying positions. And the group would require little expense, but could provide a high-impact function.

With the implementation of Arizona Redirect in 1985 — a Job Service plan to emphasize the placement of individuals with the most barriers to employment (i.e., poor, handicapped) — "professional-level job seekers and employers interested in hiring professionals have utilized Job Service less and less over the years," Marcum says. "AzPEN provides employers with an alternative resource to reach unemployed professional, managerial, and technical personnel."

It took a few months before Marcum cleared the necessary bureaucratic channels to start the networking group. Besides getting the approval of officials in DES, which oversees Job Service, Marcum wanted to make sure there wouldn't be

problems with a state law that prohibits Job Service from competing against for-profit employment agencies.

In order to avoid any potential conflicts, DES decided that Job Service would only provide limited support to AzPEN — desk space, phones, access to copiers — and a part-time staff person overseeing the group. (An article discussing Arizona's non-competition law will be published in the January issue of the *Arizona LMI Newsletter*.)

Literally functioning on a shoestring budget, AzPEN currently operates in two Job Service offices — north Phoenix (9801 N. 7th St. and Mesa (7 S. Hibbert St.) — with volunteers handling incoming phone calls and screening applicants. But most of the grunt work of this fledgling group — marketing, p'anning programs, updating membership and job lists — is done at home and at weekly membership meetings, and to a lesser extent at more specialized meetings and monthly socials. All at members' expense.

"There's no budget, no money, it's all done on the people," says Lidy Bjornstad, president of the north Phoenix chapter of AzPEN and a public relations professional who has been a member since April. "Job Service allows us access to basic office needs — desk, phone, and paper clips."

AzPEN Member Screens Applicant

To join AzPEN, prospective members must fill out an application in person at Job Service. An AzPEN member will screen the person and application, and together they make a decision whether the person should join the group. Prospective members are then required to attend an orientation program prior to one of AzPEN's regular weekly meetings.

Originally, the PEN Group required that a member have earned a minimum of $25,000 and worked in a professional or managerial position for five years. But Bjornstad says now "anybody who feels they would benefit from the group" can join, although hourly wage earners are warned they probably would not find the group beneficial. Also, while AzPEN is primarily made up of the unemployed, the group is also open to the underemployed or

At a recent meeting, a panel of human-resource experts fields questions from members of the Arizona Professional Employment Network group of north Phoenix.

anyone who is seeking a professional or managerial position.

Like the business world, AzPEN's success is dependent upon the productivity of its members. To maintain an active status in AzPEN, members are required to either volunteer for one-half day of phone duty every two months, join one of the group's four committees, or take on a special project (e.g., updating a mailing list).

At a recent meeting about 25 attendees are warned to hold off joining unless they're willing to perform phone duty or committee work. "We're here to help you help yourself. Don't say, 'Here I am. Where's my job?' " says Jim Fields, membership committee chairman for the north Phoenix AzPEN group who was recently laid off by McDonnell Douglas.

After joining AzPEN, members fill out a client profile, a brief description of their background that is currently used as a marketing tool to solicit jobs from employers and eventually will be part of a newsletter that will be sent to companies. If members have a problem writing a profile or want help in other areas, such as interview techniques or critiquing a resume, PEN Group members are available to lend a helping hand.

Whether a member performs phone duty or participates on a committee, either choice offers networking opportunities that enhance their chances for employment.

While on phone duty at Job Service offices, PEN members not only screen applicants, but also take job orders, which means they're the first ones to become aware of openings. Meanwhile, AzPEN's four committees — marketing, membership, program, and operations — are the volunteer fuel that drives the group's engine.

The marketing committee, made up of people with strong public relations and sales backgrounds, is responsible for developing job orders, by contacting companies' human resource departments or anyone in the position to hire, then following up with a presentation. One advantage of the group's networking approach is that former AzPEN members are often in the position to place a job order or hire someone, and they're also able to inform other employers about the quality of the PEN Group members.

"As a past member (of AzPEN), I'm impressed with the depth of the people and their experiences," says Wayne T. Derr, who is now a sales manager for an office equipment business. "If they had the capital resources, they could start another GM corporation."

The membership committee is in charge of hospitality (meetings, socials) and oversee-

ing desk duty, along with overlooking several subcommittees. The subgroups are made up of members in specialized fields (e.g., marketing, engineering) that review job orders and contact members who fit the position's description. (Any member whether they are contacted or not can also access and apply for any AzPEN job order.)

Many of the specialized groups also hold weekly breakfast meetings at a neighborhood restaurant. At a recent AzPEN meeting, a member of one of the groups tells of a woman who heard about a job at their get-together and immediately called the employer. When she returned to the table, the woman said she just accepted a job and would be making the most money of her career.

The program committee is primarily responsible for setting up monthly meetings (including speakers) and social events that frequently bring together employers, Job Service workers, and PEN Group members. The operations committee's main function is to set up a computer data base for the membership list and profiles.

Group's Success Tough to Measure

Trying to judge AzPEN's effectiveness 12 months into its existence is difficult, at best. Probably the best analogy would be to compare the group to a horse that gets a slow start out of the starting gate, then begins to hit stride down the backstretch, and is now gaining speed as it heads to the finish line.

AzPEN, which initially only operated out of the Mesa Job Service office and was only meeting every two weeks, had to overcome the usual start-up problems — high dropout rate, lack of organization and name identification, and low participation.

Then during the past summer, when the group formed its north Phoenix office, chaos seemed to be the order of business as AzPEN members were in and out of the Job Service office. "They (AzPEN members) were overrunning us," says Cheryl Bacon, manager of north Phoenix Job Service office.

Now, with set schedules and a limitation of two group members in the office at one time, along with holding meetings at other locations, the situation has "improved considerably," Bacon says. "All in all, we've learned to work with them quite well."

"Most of us operate under the illusion that a professional job is secure and then find out it's just an illusion. It's very, very heartening to find other people in a similar situation who are able to give support."

—Lidy Bjornstad
President, AzPEN group
of north Phoenix

Additionally, Marcum needed to convince some Job Service employees and DES officials that professional workers deserve as much help as much as other unemployed Arizonans. "There was a big misconception about professionals. They didn't know these people needed help," Marcum says. "AzPEN has offered them a place to go — just to beat off the depression, all the negative baggage."

In the past few months, AzPEN seems to have straightened itself out and begun hitting on all four legs, as its membership has grown and stories by the Valley news and print media have made its task easier when approaching prospective employers. Whereas turnover was high in the beginning, now two out of three members are sticking with the group. And Bjornstad estimates current membership at about 250, although she says its hard to track because of the constant turnover.

There are also plans in the works that should improve the group's effectiveness and clout. While Job Service and AzPEN have maintained separate marketing efforts and job lists up to now (mainly because they are targeting different groups), plans call for a push for Job Service agents to begin seeking out higher-paying professional positions and the eventual merging of AzPEN's job list with the Job Service's job bank.

AzPEN will also begin tracking the number of placements — which will give added ammunition when approaching employers — and Marcum says he is in the process of establishing AzPEN groups in the other three Phoenix-area Job Service offices, plus starting a group in Tucson within the next six months.

While AzPEN's fortunes have turned for the better, Bjornstad says the group is meant to be only one of several options for members. Most members are also involved in contacting employers, networking, and using for-profit services, such as placements companies, she says. In fact, employment agencies are encouraged to come to meetings and are welcome to contact members.

But the added benefit of AzPEN is that it combines several features that were not available as a package to out-of-work Arizona professionals on a no-fee basis, she says.

"AzPEN represents a win-win situation," Bjornstad says. "It alleviates that terrible feeling that 'I'm the only one out there in this fix,' it helps keeps up a level of enthusiasm, and ultimately we are supporting employers by facilitating job placement in their companies in a very timely and inexpensive manner."

Recently, a man who had worked 25 years in medical and technical sales, but who had been out of work for two years (partly because of an injury), attended his first AzPEN meeting.

"I've been in a lot of fear," the man says. But after spending a few hours listening to speakers and talking with other unemployed persons, he was more at ease after realizing he was not alone.

"I think the concept (AzPEN) is great," the man says. "Anything more than what I've done is going to help."

—Brent Fine
Arizona LMI Newsletter Editor

Valley Projected to Grow Faster Than Most Metros

Metropolitan Phoenix will be among the fastest-growing areas in terms of three economic measurements — employment, population, and personal income — between 1988 and the year 2000, according to data released in October by the U.S. Commerce Department's Bureau of Economic Analysis (BEA). The BEA projections were for 54 metropolitan areas expected to have population exceeding 1 million by the year 2000.

Among the 54 metro areas, BEA expects the Valley to have the third-fastest employment increase (28.89 percent), trailing only Anaheim, Calif. (29.2 percent), and West Palm Beach, Fla. (30.4 percent); the third-fastest population growth (23.5 percent) behind West Palm Beach (24.8 percent) and Riverside-San Bernardino, Calif (23.9 percent); and the second-fastest personal income growth (42.96 percent) behind West Palm Beach (48.4 percent). The Phoenix metro area is expected to rank 24 among the 54 metro areas in percentage increase of per-capita personal income (15.81 percent).

BEA expects metropolitan Phoenix' employment to be about 1.5 million by the year 2000, up from 1.17 million in 1988, while the Valley's population is projected to surge nearly 500,000 from 2.03 million in '88 to 2.51 million in the year 2000. The Phoenix area's total personal income average, meanwhile, is projected to be $48,787 by the start of the next decade, compared to $34,126 in '88, and per-capita personal income is projected to grow to $19,473 by the year 2000 from an average of $16,815 in '88.

Projected average growth rates for the 54 largest metro areas in the four economic growth categories are: employment, 15.8 percent; population, 10.6 percent; personal income, 26.9 percent; and per-capita personal income 14.8 percent.

Personal income is defined as income received from all sources — wage and salary disbursements; other labor and farm and non-farm proprietorship income: dividends, interest and rental income (DIR); and transfer payments — less personal contributions for social insurance. Per capita personal income is total personal income of a state's residents divided by resident population.

Data on the nation's 319 metropolitan areas are summarized in an article in the October issue of *Survey of Current Business*, a monthly BEA journal. It is available by writing to: Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Cost for an annual subscription is $52 by first-class mail and $23 by second-class mail. Single issues are $6.50.

—DES, Research Administration

Table 1. Metropolitan Areas Projected to Have the Fastest Growth, Between 1988 and 2000, in Employment, Population, and Personal Income

Employment (in Thousands)

	1988	2000	Change	Percent Chg.
West Palm Beach, Fla.	462	602	140	30.4%
Anaheim-Santa Ana, Calif.	1,458	1,884	425	29.2
Phoenix	1,166	1,502	337	28.9
Orlando, Fla.	620	789	169	27.3
Sacramento, Calif.	744	943	199	26.8
San Diego	1,309	1,650	341	26.0
Riverside-San Bernardino, Calif.	856	1,072	216	25.3
Tampa-St. Petersburg, Fla.	1,051	1,297	245	23.3
Ft. Lauderdale, Fla.	621	761	141	22.6
Oakland, Calif.	1,084	1,323	239	22.0

Population (in Thousands)

	1988	2000	Change	Percent Chg.
West Palm Beach, Fla.	818	1,022	203	24.8%
Riverside-San Bernardino, Calif.	2,278	2,822	544	23.9
Phoenix	2,030	2,505	476	23.5
Orlando, Fla.	971	1,188	217	22.3
San Diego	2,370	2,892	552	22.0
Sacramento, Calif.	1,385	1,689	304	22.0
Anaheim-Santa Ana, Calif.	2,257	2,712	455	20.2
Tampa-St. Petersburg	1,995	2,367	372	18.7
Atlanta	2,737	3,191	454	16.6
Ft. Lauderdale, Fla.	1,187	1,384	197	16.6

Total Personal Income (in Thousands)

	1988	2000	Change	Percent Chg.
West Palm Beach, Fla.	$18,680	27,723	9,043	48.4%
Phoenix	34,126	48,747	14,661	43.0
Orlando, Fla..	16,049	22,810	6,761	42.1
Riverside-San Bernardino, Calif.	36,655	50,206	14,551	40.8
San Diego	41,661	57,831	16,170	38.8
Sacramento, Calif.	23,617	32,723	9,105	38.6
Tampa-St. Petersburg, Fla.	32,738	44,766	12,028	36.7
Nashville, Tenn.	15,799	21,573	5,773	36.5
Anaheim-Santa Ana, Calif.	51,353	70,096	18,744	36.5
Salt Lake City-Ogden	13,941	18,912	4,971	35.7

Source: U.S. Department of Commerce, Bureau of Economic Analysis, October 1990

Labor Department Names 'Surplus Areas' for FY '91

The U.S. Labor Department (DOL) has designated 14 civil jurisdictions in Arizona as "labor surplus areas" for fiscal year 1991, which runs from Oct 1, 1990, through Sept. 30, 1991.

The labor surplus status, which helps areas of high unemployment, affects every city and county jurisdiction in the state except for those in Pima, Maricopa, Yavapai, and Mohave counties (Table 1). The 14 Arizona jurisdictions were also labor surplus areas in FY 1990.

Communities in economic distress are aided by the labor surplus status through the funneling of federal procurement dollars. Employers in these areas are eligible for preference in bidding on designated federal contracts.

In FY 1991, civil jurisdictions with an average unemployment rate of 6.6 percent or higher for the years 1988 and 1989 qualified for labor surplus status. The qualifying unemployment rate for FY 1990 was 7.1 percent.

Table 1. Arizona "Labor Surplus Areas" for Fiscal Year 1991

Eligible Areas	Civil Jurisdictions
Apache County	Apache County
Balance of Cochise County	Cochise Co. less Sierra Vista City
Balance of Coconino County	Coconino Co. less Flagstaff City
Flagstaff City	Flagstaff City in Coconino County
Gila County	Gila County
Graham County	Graham County
Greenlee County	Greenlee County
La Paz County	La Paz County
Navajo County	Navajo County
Pinal County	Pinal County
Santa Cruz County	Santa Cruz County
Sierra Vista City	Sierra Vista City in Cochise County
Yuma City	Yuma City in Yuma County

Additionally, during the fiscal year the Labor Department can classify jurisdictions as labor surplus areas due to "exceptional circumstances" — plant closures, contract cancellations, natural disasters, and other unforeseen problems. Areas are added on a monthly basis.

A complete listing of surplus areas, including updates, and general information on the program are available in *Area Trends in Employment and Unemployment*, published monthly by the DOL's Employment and Training Administration. Cost is $25 for a yearly subscription and $3 for a single issue. To order, write to Superintendent of Documents, U.S. Government Printing Office, Washington D.C.; or call (202) 783-3238.

Pilot Program to Help Failing Companies; Aim Is to Save Jobs

Arizona small businesses that are experiencing financial difficulty and who are in danger of laying off a large percentage of employees, can look to the state for technical advice under a pilot program being offered by the Arizona Departments of Economic Security and Commerce. The only catch is that companies have to ask for help before they're too far gone.

Funded through special funds from the Economic Dislocation Work Adjustment Assistance Act, up to $70,000 will be made available for consultants hired by the Commerce Department to assist businesses — primarily with 100 or fewer employees. Problems related to a company's marketing, basic operation, product, and financing are some of the areas the project will try to provide assistance.

To be considered for the project, the only requirements are that a business: have been established for three years; be in a industry that is not in decline; be in imminent danger of laying off employees; and be not too far in debt. "If they're making buggy whips" or something in decline, they won't be eligible, says Tom Landa, Targeted Programs manager for the state's Job Training Partnership Act program, which the Department of Economic Security oversees.

The Commerce Department will do some "preliminary assessment" of the company, but "when it comes to more technical aspects of the business (it) will have to use associates," says Ken Robbins, a Commerce Department business development officer. "Over the years, the Commerce Department has developed a list of consultants and other resources to help businesses."

But Bill Tompkin, Commerce Department's manager of Business Retention and Expansion, says his agency is in need of about half-dozen additional consultants for the project. "We would like about 20 candidates to chose from," he says. Ideally, Tompkin says he would like to match up a company with someone they're familiar with from work in their industry and that they have confidence in and vice versa.

The first businesses to be chosen for the project should come some time in December, Tompkin says.

The Arizona Labor Force in September

Increasingly, analysts have been offering gloomy descriptions of the economy, both nationally and locally. Coining an oft-used phrase, some may say, "If it looks like a duck, walks like a duck, and quacks like a duck, then it probably is a duck." In this case, the "duck" is a recession.

Two highly regarded economic forecasting groups — Wharton Econometric Forecasting Associates (WEFA) and the Blue Chip Economic Indicators — see a duck on the pond, predicting a recession in the near future.

WEFA is currently calling for a mild, two-quarter recession beginning in the fourth quarter of 1990. WEFA predicts real GNP growth will drop at annual rates of 1.1 percent in the fourth quarter of 1990 and 0.6 percent in the first quarter of 1991.

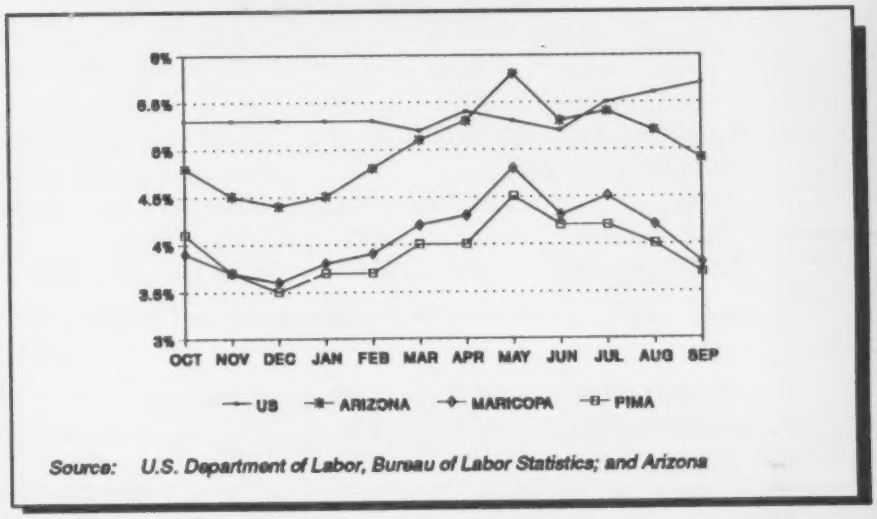
The Blue Chip Economic Indicators' consensus of 52 economists throughout the nation are calling for the same type of recession. They, on average, expect economic activity to decline at an annual rate of 0.6 percent in the fourth quarter of 1990 and 0.1 percent in the first quarter of 1991.

What does this mean for Arizona? Well, if we can keep the duck out of our pond, then all will be fine. The duck is currently wallowing in the Northeast, but if a survey of purchasing managers in Arizona is any indicator of the future, then a duck afar has instilled fear here. The purchasing managers say Arizona's economy reached a plateau in September, citing near-zero growth.

Enough said about ducks. Let's turn to Arizona's employment situation, which on the surface appears to be experiencing smooth sailing.

Arizona's seasonally adjusted unemployment rate dropped three-tenths of one percent to 4.9 percent in September. The unemployment rates in Maricopa and Pima counties declined as well, to 3.8 and 3.7 percent, respectively. Meanwhile, three rural Arizona counties' rates dropped in September, but were still at double-digit levels: Apache, 17.1 percent; Santa Cruz, 17.5 percent; and Yuma, 17.8 percent. Navajo County's unemployment rate remained at double-digit levels, too, but rose to 11.7 percent.

Figure 1. U.S., Arizona, and Maricopa and Pima Counties' Unemployment Rates, October 1989-September 1990



Source: U.S. Department of Labor, Bureau of Labor Statistics; and Arizona

Rate at Lowest Level Since February

A seasonal drop in the number of unemployed and a stronger-than-normal increase in total employment caused the state's unemployment rate to decline to its lowest level since February of this year, when it was at 4.8 percent.

Total unemployment, which normally declines in September — mainly the result of seasonal factors as the summer ends and the school year begins — fell 8,100 last month. But equally as important was a robust increase in total employment, which added 29,600, bringing the total civilian labor force for September to 1,747,200, up 21,500 over August levels.

Non-agricultural wage and salary employment added 33,000 in September, slightly less than the normal September gain experienced over the past eight years. Despite some weakness during the month, wage and salary employment was up 3.3 percent over the past year, a healthy gain when compared to national statistics.

All industries across the board showed weakness; some, such as manufacturing and construction, more than others. Even government, which accounts for the bulk of September's wage and salary gains, grew slightly less than normal.

The beginning of the school year brought about an increase in government employment of 28,700 in September, slightly less than seasonally normal. However, over September 1989, government employment expanded 4.6 percent. This expansion is considerably greater than in past years, primarily the result of the hiring of census workers.

Employment in trade increased 3,300 in September, about 700 less than normally expected. While gains in wholesale trade were fairly typical, the increase in retail trade was the weakest since 1982. All sectors of retail trade contributed to its poor performance, but eating and drinking places exhibited the greatest weakness, adding only 1,200 jobs, about 400 less than average.

Services also had a subpar month, adding 2,300 jobs, 700 less than normal. Health services experienced a normal gain of 400, while hotels and other lodging places added 500, about 400 below the average September increase. Business services lost 100 when a 300 increase is the norm.

(Continued on page 12)

Arizona Labor Force and Employment

September 1990 (in Thousands)

	ARIZONA					MARICOPA COUNTY					PIMA COUNTY				
				Amount	Change				Amount	Change				Amount	Change
	Aug.* 1990	July 1990	Aug. 1989	July - Aug.	1989 - 1990	Aug.* 1990	July 1990	Aug. 1989	July - Aug.	1989 - 1990	Aug.* 1990	July 1990	Aug. 1989	July - Aug.	1989 - 1990
TOTAL CIVILIAN LABOR FORCE**	1725.0	1729.6	1703.7	-4.6	+21.3	1072.8	1079.3	1060.9	-6.5	+11.9	313.5	312.1	316.0	+1.4	-2.5
Total Unemployment	97.7	104.1	104.8	-6.4	-7.1	46.5	50.7	51.7	-4.2	-5.2	12.9	13.7	16.2	-0.8	-3.3
Rate	5.7	6.0	6.2	—	—	4.3	4.7	4.9	—	—	4.1	4.4	5.1	—	—
Rate (Sea. Adj.)***	5.2	5.4	5.7	—	—	4.2	4.5	4.7	—	—	4.3	4.2	5.0	—	—
Total Employment	1627.3	1625.5	1598.9	+1.8	+28.4	1026.3	1028.6	1009.2	-2.3	+17.1	300.6	298.4	299.8	+2.2	+0.8

Note: Above Labor Force Statistics Should Not Be Used for Economic Assistance Programs

NON-AGRICULTURAL WAGE AND SALARY EMPLOYMENT BY PLACE OF WORK

TOTAL WAGE AND SALARY	1474.6	1468.9	1421.4	+5.7	+53.2	975.9	976.3	939.9	-0.4	+36.0	249.0	246.2	242.8	+2.8	+6.2
Manufacturing	188.9	188.9	187.8	0.0	+1.1	139.5	140.1	139.7	-0.6	-0.2	27.0	27.2	27.2	-0.2	-0.2
Durable Goods	142.9	143.2	142.7	-0.3	+0.2	106.9	107.6	107.3	-0.7	-0.4	21.5	21.6	21.8	-0.1	-0.3
Stone, Clay, and Glass	7.4	7.2	7.4	+0.2	0.0	4.5	4.3	4.5	+0.2	0.0					
Primary and Fabricated Metals	15.7	15.3	15.7	+0.4	0.0	10.5	10.4	10.8	+0.1	-0.3					
Primary Metals	7.8	7.5	7.7	+0.3	+0.1										
Fabricated Metals	7.9	7.8	8.0	+0.1	-0.1										
Machinery	58.5	58.8	60.0	-0.3	-1.5	48.0	48.4	49.6	-0.4	-1.6					
Aircraft and Missiles	27.5	27.7	26.2	-0.2	+1.3										
Lumber and Wood Products (Excluding Furniture)	8.0	8.3	7.7	-0.3	+0.3										
Non-durable Goods	46.0	45.7	45.1	+0.3	+0.9	32.6	32.5	32.4	+0.1	+0.2	5.5	5.6	5.4	-0.1	+0.1
Food and Kindred Products	10.6	10.2	9.6	+0.4	+1.0	7.0	6.9	6.4	+0.1	+0.6					
Printing and Publishing	16.8	17.0	16.5	-0.2	+0.3	12.1	12.3	12.0	-0.2	+0.1					
Mining and Quarrying	12.8	12.3	12.3	+0.5	+0.5	0.9	0.9	1.0	0.0	-0.1	2.2	2.3	2.1	-0.1	+0.1
Copper Mining	9.9	9.4	9.4	+0.5	+0.5										
Construction	85.9	84.9	87.9	+1.0	-2.0	57.2	56.4	58.7	+0.8	-1.5	14.7	14.6	15.3	+0.1	-0.6
Transportation, Communications, & Public Utilities	80.5	80.3	77.1	+0.2	+3.4	56.7	56.5	53.9	+0.2	+2.8	9.7	9.7	9.6	0.0	+0.1
Transportation	45.0	44.9	41.5	+0.1	+3.5	33.7	33.5	30.9	+0.2	+2.8	5.0	5.0	4.9	0.0	+0.1
Communications and Public Utilities	35.5	35.4	35.6	+0.1	-0.1	23.0	23.0	23.0	0.0	0.0	4.7	4.7	4.7	0.0	0.0
Trade	372.8	372.2	360.2	+0.6	+12.6	250.8	250.7	241.5	+0.1	+9.3	58.8	58.6	57.9	+0.2	+0.9
Wholesale Trade	77.3	77.5	73.1	-0.2	+4.2	62.1	62.3	58.6	-0.2	+3.5	7.7	7.7	7.7	0.0	0.0
Retail Trade	295.5	294.7	287.1	+0.8	+8.4	188.7	188.4	182.9	+0.3	+5.8	51.1	50.9	50.2	+0.2	+0.9
General Merchandise and Apparel	45.5	45.0	43.7	+0.5	+1.8	28.4	28.1	27.1	+0.3	+1.3	6.9	6.9	6.9	0.0	0.0
Food Stores	47.8	48.0	48.3	-0.2	-0.5	30.5	30.7	30.8	-0.2	-0.3	7.8	7.8	8.2	0.0	-0.4
Automotive and Service Stations	36.6	36.4	35.8	+0.2	+0.8	23.3	23.2	22.8	+0.1	+0.5	5.8	5.8	5.7	0.0	+0.1
Eating and Drinking Places	104.4	104.6	100.6	-0.2	+3.8	65.9	66.0	63.2	-0.1	+2.7	19.3	19.3	18.8	0.0	+0.5
Finance, Insurance, and Real Estate	95.4	94.8	92.9	+0.6	+2.5	76.7	76.1	74.5	+0.6	+2.2	11.5	11.6	11.4	-0.1	+0.1
Services and Miscellaneous	407.0	407.6	383.7	-0.6	+23.3	273.9	274.4	256.5	-0.5	+17.4	74.1	74.1	70.9	0.0	+3.2
Hotels and Lodging Places	44.7	44.8	40.6	-0.1	+4.1	27.2	27.3	23.8	-0.1	+3.4	6.4	6.4	5.8	0.0	+0.6
Business Services	75.9	76.1	72.8	-0.2	+3.1	60.8	61.0	58.5	-0.2	+2.3	10.4	10.3	10.1	+0.1	+0.3
Health Services	101.4	101.5	96.1	-0.1	+5.3	65.7	65.9	62.4	-0.2	+3.3	21.9	21.8	20.8	+0.1	+1.1
Government	231.3	227.9	219.5	+3.4	+11.8	120.2	121.2	114.1	-1.0	+6.1	51.0	48.1	48.4	+2.9	+2.6
Federal	47.5	47.7	43.8	-0.2	+3.7										

* Preliminary

** Labor force, unemployment, and employment are reported by place of residence.

*** Normal seasonal variations have been eliminated to reflect underlying economic trends.

**** Business Services undergoes a series break between December 1987 and January 1988 as a result of the 1987 SIC realignment.

NOTE: Prepared by the Arizona Department of Economic Security, Research Administration, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.

Non-metropolitan Counties
Labor Force and Employment
September 1990

	Apache	Cochise	Coco-nino	Gila	Graham	Green-lee	La Paz
CIVILIAN LABOR FORCE*	14,800	37,775	47,175	13,425	8,500	3,100	6,200
Total Unemployment	2,025	2,125	2,525	1,000	575	250	400
Rate	13.7%	5.6%	5.4%	7.4%	6.8%	8.1%	6.5%
Rate (Seas. Adj.)**	16.4%	6.0%	6.1%	8.0%	6.7%	8.0%	6.1%
Total Employment	12,775	35,650	44,650	12,425	7,925	2,850	5,800
THE ABOVE LABOR FORCE STATISTICS SHOULD NOT BE USED FOR ECONOMIC ASSISTANCE PROGRAMS							
TOTAL WAGE AND SALARY	15,225	26,925	44,350	11,750	5,225	3,050	3,975
Manufacturing	575	1,475	3,500	1,525	225	25	250
Mining & Quarrying	50	175	300	1,325	0	1,775	75
Construction	400	725	1,900	375	150	125	225
T.C.P.U.	1,925	1,850	2,775	475	150	50	125
Trade	1,925	5,825	10,250	2,675	1,400	250	1,250
F.I.R.E.	450	675	700	325	125	25	100
Services & Misc.	4,675	5,275	11,875	2,300	875	150	1,050
Government	5,225	10,925	13,050	2,750	2,300	650	900

	Mohave	Navajo	Pinal	Santa Cruz	Yavapai	Yuma
CIVILIAN LABOR FORCE*	38,625	29,750	39,575	12,275	42,325	57,025
Total Unemployment	1,950	2,925	2,750	2,325	1,875	12,600
Rate	5.0%	9.8%	6.9%	18.9%	4.4%	22.1%
Rate (Seas. Adj.)**	5.1%	11.7%	6.6%	16.8%	4.8%	17.5%
Total Employment	36,675	26,825	36,825	9,950	40,450	44,425
THE ABOVE LABOR FORCE STATISTICS SHOULD NOT BE USED FOR ECONOMIC ASSISTANCE PROGRAMS						
TOTAL WAGE AND SALARY	27,575	23,275	30,125	10,550	29,350	28,675
Manufacturing	2,575	2,000	3,875	975	2,250	2,725
Mining & Quarrying	50	1,225	3,725	0	950	75
Construction	3,250	1,525	525	350	2,750	1,475
T.C.P.U.	1,200	1,600	1,100	700	1,125	875
Trade	8,525	4,575	5,925	4,425	8,000	8,175
F.I.R.E.	1,250	425	850	300	950	925
Services & Misc.	6,300	5,625	4,675	1,950	7,300	6,625
Government	4,425	6,300	9,450	1,850	6,025	7,800

* Adjusted to the Current Population Survey (CPS) to reflect place of residence.

** Seasonal adjustment not applicable for economic assistance programs.

T.C.P.U. = Transportation, Communications, and Public Utilities

F.I.R.E. = Finance, Insurance, and Real Estate

Prepared in conjunction with the U.S. Department of Labor, Bureau of Labor Statistics.

Estimated Hours and Earnings of Production Workers in Selected Industries
Arizona

INDUSTRY	AVERAGE WEEKLY EARNINGS			AVERAGE WEEKLY HOURS			AVERAGE HOURLY EARNINGS		
	Sept.* 1990	Aug. 1990	Sept. 1989	Sept.* 1990	Aug. 1990	Sept. 1989	Sept.* 1990	Aug. 1990	Sept.* 1989
Manufacturing	420.21	416.12	416.33	40.6	40.4	41.8	10.35	10.30	9.96
Aircraft & Missiles	664.49	647.57	615.44	46.5	45.7	44.5	14.29	14.17	13.83
Food & Kindred Prod.	347.06	364.27	343.00	39.8	40.7	40.4	8.72	8.95	8.49
Primary Metals	503.65	504.06	499.38	38.3	37.2	36.8	13.15	13.55	13.57
Machinery	363.90	359.72	388.49	37.4	37.2	40.3	9.73	9.67	9.64
Copper Mining	608.63	583.44	588.74	44.2	42.9	44.5	13.77	13.60	13.23
Construction	466.88	453.10	435.49	38.3	37.2	37.0	12.19	12.18	11.77
Utilities	741.91	699.94	720.76	45.6	44.3	44.3	16.27	15.80	16.27
Retail Trade**	261.78	260.57	256.95	32.6	32.9	33.5	8.03	7.92	7.67
Wholesale Trade	388.05	381.31	374.36	39.0	38.4	38.2	9.95	9.93	9.80

Estimated Hours and Earnings of Production Workers in Selected Industries
Maricopa County

INDUSTRY	AVERAGE WEEKLY EARNINGS			AVERAGE WEEKLY HOURS			AVERAGE HOURLY EARNINGS		
	Sept.* 1990	Aug. 1990	Sept. 1989	Sept.* 1990	Aug. 1990	Sept. 1989	Sept.* 1990	Aug. 1990	Sept. 1989
Manufacturing	448.69	446.01	436.35	41.7	41.8	42.2	10.76	10.67	10.34
Construction	476.52	459.01	456.93	38.0	36.9	37.3	12.54	12.45	12.25
Retail Trade**	274.56	274.21	270.27	33.2	33.4	33.7	8.27	8.21	8.02
Wholesale Trade	407.01	398.87	391.55	38.8	37.7	38.5	10.49	10.58	10.17

Estimated Hours and Earnings of Production Workers in Selected Industries
Pima County

INDUSTRY	AVERAGE WEEKLY EARNINGS			AVERAGE WEEKLY HOURS			AVERAGE HOURLY EARNINGS		
	Sept.* 1990	Aug. 1990	Sept. 1989	Sept.* 1990	Aug. 1990	Sept. 1989	Sept.* 1990	Aug. 1990	Sept. 1989
Manufacturing	362.25	354.14	363.47	37.5	37.2	38.1	9.66	9.52	9.54
Construction	404.80	385.20	384.16	36.8	36.0	37.7	11.00	10.70	10.19
Utilities	673.36	650.16	585.33	44.3	43.0	39.1	15.20	15.12	14.97

* Preliminary.

** Excludes eating and drinking places.

Note: These estimates are based on a sample of full- and part-time production and related employees whose payroll and hours are reported for the pay period which includes the 12th of the month. Prepared in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.

Arizona Labor Force and Employment for Economic Assistance Programs September 1990

County	Civilian Labor Force	Employment	Unemployment	Rate
Statewide	1,747,230	1,658,013	89,217	5.1%
Apache	14,819	12,783	2,036	13.7
Cochise	37,760	35,644	2,116	5.6
Coconino	47,178	44,649	2,529	5.4
Gila	13,410	12,413	997	7.4
Graham	8,502	7,932	570	6.7
Greenlee	3,104	2,851	253	8.2
La Paz	6,209	5,798	411	6.6
Maricopa	1,079,343	1,035,748	43,595	4.0
Mohave	38,623	36,667	1,956	5.1
Navajo	29,736	26,814	2,922	9.8
Pima	317,331	305,053	12,278	3.9
Pinal	39,583	36,823	2,760	7.0
Santa Cruz	12,271	9,947	2,324	18.9
Yavapai	42,331	40,458	1,873	4.4
Yuma	57,028	44,333	12,595	22.1

These figures are the only official BLS labor statistics to be used for revenue sharing purposes. They are not designed to be used as economic indicators.

NOTE: Series for Yuma and La Paz counties start January 1983. Data are not comparable to any past series.

(Continued from page 7)

Employment in manufacturing decreased 700 in September. Durable goods lost 1,000 with machinery, and lumber and wood products being the primary culprits. Non-durable goods added 300, much of which was split between printing and publishing and food processing. Overall, manufacturing continues to exhibit weakness, a trend that began in 1988.

While declines in construction employment are normal occurrences, a drop of 600 last month was larger than expected. However, because the rate of Arizona's construction employment slide has slowed substantially during 1990, there is solace in the fact that the bottom is at last in sight.

Finally, several Arizona industries saw little change in September: mining (-100); finance, insurance, and real estate (+100); and transportation, communications, and public utilities (unchanged).

Overall, Arizona employment — particularly wage and salary employment — was weak last month, consistent with the national experience. The good news was that the unemployment rate dropped, due mainly to seasonal factors. While it is too soon to say that a recession has arrived here, the possibility of one has increased in recent months. The next few months will be critical to our future economic health.

—Marc A. Marra
RA Economist

DOL Studies Apprenticeship Programs for Youth

NEWS IN BRIEF

Following are brief summaries of news stories compiled from a variety of sources relating to labor issues affecting the nation and Arizona.

Before leaving her position in late October, former Labor Secretary Elizabeth Dole announced the formation of a blue-ribbon commission to study ways to improve and expand training and apprenticeship programs.

"America faces a work force crisis," Dole was quoted in a Labor Department press release. Dole cited a slow-growing work force, a large number of workers with obsolete skills, and a complex global market as major reasons for "providing our working men and women with the skills needed for a lifetime of productive work."

Made up of business, education, and labor leaders, the National Advisory Commission on Work-Based Learning will explore the feasibility of developing a voluntary system for accrediting industry-wide training programs.

The commission's goal will be to target "forgotten youth" — the 50 percent of American young adults who do not attend college. "We must provide these youth with the credentials that can lead to a successful career," said Dole, pointing out that the United States is one of a few industrialized countries without a formal school-to-work transition.

Also, Dole said the role of apprenticeships, which are used widely in construction trades, needs to be expanded to other industries. Apprenticeships will give workers "portable skills" that employers will immediately recognize and will help the process of matching employers and employees, the former Labor Secretary said.

Establishment of the commission is one of several recent actions by Dole. Others include:

- appointing a commission to develop national competency guidelines that will serve as working definitions of skills employers require for a job. The guidelines can be used to develop curricula for graduation and promotional opportunities.
- putting on the first national conference on school-to-work population.
- laying the foundation for legislation to reform the employment service.

Displaced Homemakers, Clean Air Losers Helped

Shortly before it adjourned in late October, Congress passed legislation that aids displaced homemakers and workers laid off due to new clean air requirements. However, due to cuts worked out in the budget agreement, funding for fiscal year 1991 is uncertain, according to stories in *Current Developments in Employment & Training*, published by the National Governors' Association.

As part of the new Clean Air Act, Congress authorized $250 million over four years for Job Training Partnership Act (JTPA) Title III services for workers terminated or laid off due to compliance with the law. JTPA Title III funds are used for Economic Dislocated Worker Adjustment Act programs.

The Clean Air Employment Transition Assistance (CAETA) program is scheduled to include training, adjustment assistance — which includes relocation and job-search allowances — and employment services.

Grant applicants, which can include municipalities, states, community colleges, and other public agencies, must ensure eligible recipients will receive training and cash payments. To be eligible for benefits, individuals must enroll in a JTPA-approved training program by the end of the 13th week of their unemployment benefits or by the end of the eighth week after a person has been told a layoff will exceed six months.

Needs-based payments will also be available to persons whose total family income is less than the "lower living standard" income level and who have exhausted unemployment insurance benefits.

Meanwhile, the Displaced Homemakers Self-Sufficiency Act authorizes $35 million in FY 1991 and additional funding in following years for training and job placement for the nation's estimated 15.6 displaced homemakers. The bill will fund such services as career counseling, basic skills and literacy training, recruitment and outreach, and job-development and placement.

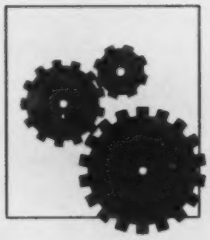
In a year when funding is greater than $25 million, appropriations will be given to states based on their percentage of the nation's adult population. When funding falls below that amount, money will be awarded on a competitive grant basis with both statewide public agencies and statewide non-profit organizations eligible to make proposals.

According to the article, as defined by the act, a displaced homemaker is a person "who has been providing unpaid services to family members in the home, is unemployed or underemployed, and is experiencing difficulty in obtaining or upgrading employment." Such person "must also have been dependent either on public assistance or on the income of another family member who is no longer providing support."

New Developments

"New Developments" is featured each month as a service to our readers. This section is a compilation of public announcements and articles from newspapers and periodicals about events significant to Arizona labor markets. Due to space limitations, however, an exhaustive list of business news is not possible. In addition, the Arizona LMI Newsletter is not responsible for incorrect information reported by these sources.

MANUFACTURING — In mid-October, **Intel Corp.** opened its first **combination assembly, packaging and testing facility** of semiconductor products in the United States at its 190-acre Chandler campus, Rural Road and Chandler Boulevard. The 225,000-square-foot plant — operating three shifts a day, seven days a week — will initially employ 700 workers, but could expand to 1,200 employees. Rumors have also surfaced that Intel, which employs 3,100 people in Chandler, may construct an additional 200,000-square-foot plant beginning next year.



Keramont Corp. of Tucson has been awarded a $4.6 million contract to **install armor kits** on 300 Blackhawk UH-60 helicopters as part of Operation Desert Shield in the Middle East. Keramont, which develops and makes advanced material products, is expected to add 80 employees in 1991 to its present work force of 100.

A Newhall, Calif. automotive-parts manufacturer that makes **components for air bags** is moving to Mesa to be near the company it supplies, TRW Inc. **Special Devices Inc. plans on employing about 150 workers** at a new $2 million, 30,000-square-foot plant near Greenfield and McDowell roads when it opens in March.

A **manufacturer of silent valves** for U.S. navy attack submarines is moving its operation from Huntington Park, Calif., to Tucson by the end of the year. **Sargent Controls**, a subsidiary of New York-based Dover Corp., will occupy a 58,000-square-foot building formerly used by Excel Industries Inc. (5675 W. Burlingame Road) and initially **employ 120 people** with the possibility of expanding to 250 within a year.

Inland Motor Co., which develops and manufactures motors and other electronic equipment for defense projects, will gradually **shut down its plant in Sierra Vista**. The phase-out, which will be completed by mid-1991, will mean the loss of jobs for 130 employees, who will be given severance packages. The Sierra Vista plant was a satellite operation for Inland Motor, based in Radford, Va.

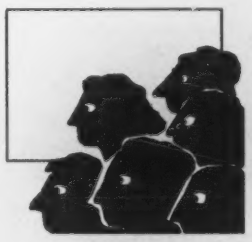
Citing a need to be near Southwest manufacturers, a **maker and distributor of hardware products** used in connecting micro-to-mainframe computers has moved its headquarters to Phoenix from Buffalo. More than 35 people — mainly in skilled, technical areas — are expected to be hired by **Computer Logics**, which has moved into a 20,000-square-foot plant at 24th and Peoria avenues.

As part of a corporate restructuring, **Bull HN Information Systems Inc.** plans to **lay off 250 employees** from its two plants in the Phoenix area in 1991. The annoucement comes on top of cuts the past two years that reduced Honeywell's work force by 560. Bull, which currently has about 1,900 employees in the Valley, does engineering, research, and development for mainframe computers at its north Phoenix facility, and manufactures printed circuit boards at a Chandler plant.

Although not large in terms of numbers of new jobs (six), the opening of a **research plant in Tucson** by a California laser manufacturer might be a sign of things to come. **Coherent Inc.** of Palo Alto, which makes lasers used in science, industry, and medicine, has leased 3,500 square feet in the Butterfield Business Park, 4605 S. Palo Verde Road. Two of Coherent's employees already live in Tucson, while two others will move from California and the final two positions will be filled locally.

CONSTRUCTION — Work is expected to start soon on a **30-store, 140,000-square-foot mall in Casa Grande** that has already been 75 percent pre-leased. Willey Creek Co. of New Hampshire will develop the $5.5 million **Casa Mercado**, which is expected to generate $45 million in annual sales and feature a variety of discount stores that sell products such as clothing, leather goods, and linens.

TRADE — One of the nation's largest computer chains, **Computerland**, no longer has any retail outlets in the Phoenix area. Dataphaz Inc., which owns the rights to Computerland in the Valley, **closed its last Computerland store** in late October, at Tower Plaza, **laying off 20 employees**. Dataphaz, which merged four stores into the Tower Plaza location two years ago, still employs 330 people for its primary business of selling and servicing products used for interconnecting micro computers..



Current **expansion of Tucson Mall** — which includes an 80,000-square-foot addition to Dillard's, a 140,000-square-foot Foley's department store, and about 50 new stores — should lead to 500 new jobs. Work on the mall, which will bring total square footage to 1.3 million, is expected to be completed next October.

As part of a consolidation plan, **Thrifty Corp. will close 13 of its drug stores** in Arizona by the end of the year. Thrifty will shut

down seven locations in Phoenix, five in Tucson, and one in Sierra Vista, leaving 23 stores in the state. Some managers and pharmacy personnel are being transferred to other locations, and other employees are being given severance packages.

SERVICES — Work has begun on a **$7 million Children's Research Center** on the University of Arizona campus in Tucson that will study areas such as genetic defects, cancer, brain functions, and lung diseases. Expected to draw top faculty from around the country, the 32,000-square-foot research facility will **create up to 250 positions**, including investigators, lab technicians, and secretaries.

TRANSPORTATION, COMMUNICATIONS AND PUBLIC UTILITIES — Tucson has been selected for a new customer-service facility to handle United Airlines' frequent-flyer subsidiary, **Mileage Plus Inc.** Mileage Plus, based in Carson, Calif., says most of its expected **220 positions** will pay a minimum of $6 an hour, and the company may unofficially begin accepting applications or resumes as soon as January. Competition for workers from American Airlines, which plans to hire up to 1,000 sales representatives and administrative workers for a Tucson reservations center opening in May, may force wages higher.

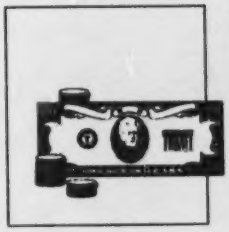
Minneapolis-based **LDB International Corp.**, a long-distance telephone and telecommunications company, is opening a **regional office in Phoenix**. LDB, which will lease space in a building at 3150 N. 24th St., expects to employ 12 people within the next year.

ProMark One, a telemarketing company based in Phoenix, expects to **increase its work force** from its current 300 to 600 by the end of March 1991, says a company official. Started about 4 years ago, ProMark One plans to open its third office in the Valley. The company starts employees at about $6 an hour, plus commissions, an official says.

Beg Your Pardon

Data referenced in two stories in the October *Arizona LMI Newsletter* were incorrectly reported. In an article on average annual pay, a table showed pay for "Private Industry" in Arizona was $19,858 in 1989 and $20,242 in 1988. The figures should have been reversed, but the percentage increase of 1.9 percent was correct. Also, another story said Arizona's per-capita personal income was $14,148 in 1988, when it should have said $14,995. However, the percentage increase in per-capita personal income from 1988 to 1989 of 5.4 percent was correct.

FINANCE, INSURANCE AND REAL ESTATE — Two subsidiaries of American Express in Tucson, **IDS Financial Services** and **Teleservices**, have been **taking on additional employees**. IDS is hiring about 20 financial planners to go with their current work force of 25, while long-distance carrier Teleservices has increased its number of employees two-fold since July of 1989.



Arizona's troubled **savings and loan industry** lost $473 million in the second quarter of this year, more than double the deficit experienced in the first three months. The state's thrifts ranked six nationally in troubled loans ($950 million) by the end of June. Meanwhile, the federal government's agency in charge of disposing of failed thrifts, the Resolution Trust Corp. (RTC), has put up for sale two Arizona savings and loans. Tucson-based **Pima Federal Savings & Loan** and **Security Savings & Loan** of Scottsdale were part of 18 thrifts the RTC will try to unload by the end of 1990.

Sales of existing homes in Arizona rose 8.4 percent in the third quarter of this year compared to the same period in 1989. The sale of nearly 68,000 houses from July through September ranked the state nine in the nation. Nevada led the nation with a 25 percent increase.

MISCELLANEOUS — More than **$6.6 million in below-market interest loans** to small businesses created 430 new jobs in metropolitan Tucson during the year ended September 30, says the agency that helped arrange the loans. **Tucson Local Development Corp.** (TLDC) says money was lent to 37 companies in manufacturing, construction, trade, and services. TLDC says an additional $600,000 is now available for loans under $50,000.

As part of Disabilities Awareness Week, **six Tucson companies and a southern Arizona city** received awards in mid-October for their record on hiring the disabled. Honored by the Arizona Department of Economic Security's Rehabilitation Services Administration and the (Tucson) Mayor's Committee on Employment were: Furr's Cafeteria; Sears, Roebuck and Co.; Beacon Foundation for the Mentally Retarded Inc; Waterway Car Wash; Metro Software Inc.; Sears Telecatalog Center, and the city of Sierra Vista.

ARIZONA LMI NEWSLETTER
SITE CODE 733A
P.O. BOX 6123
PHOENIX, AZ 85005-6123
(602) 542-3871

Brent Fine, Editor
Linda Van Calcar, Word Processor

Arizona Labor Market Newsletter
LABOR MARKET INFORMATION PUBLICATIONS
Site Code 733A
P.O. Box 6123
Phoenix, Arizona 85005

OFFICIAL BUSINESS
PENALTY FOR PRIVATE USE, $300

ADDRESS CORRECTION REQUESTED

POSTAGE & FEES PAID
EMPLOYMENT SECURITY MAIL
LAB 449
FIRST CLASS MAIL

If you do NOT desire to continue receiving this publication, please check here ☐ an ove.

If your address has changed, please indicate change and return this cover to the a

USPS
STATISTICAL REFERENCE INDEX
CONGRESSIONAL INFORMATION
4520 EAST-WEST HIGHWAY SUITE 800
BETHESDA, MD 20815

This periodical is issued and printed by the Arizona urity as authorized by the Wagner-Peyser Act and is paid ou he U.S. Department of Labor.

Reproduction of this publication for commercial use is prohibited by Section 39-121, Arizona Revised Statutes. Permission to reprint this publication, or parts of it, for nonprofit use may be granted upon written request, if credit will be given citing this publication and the Arizona Department of Economic Security.